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# CAFETERIA PLAN

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## PROGRAM DESCRIPTION

This fund, established in FY 1995-96, represents the budget for operating the “cafeteria” employee benefits plan. Previously, cafeteria plan activities had been recorded in the General Fund making it difficult to isolate costs and effectively manage the plan. All revenues and expenditures will be recorded in this fund – This includes:

- departmental charges,
- employee contributions,
- county contributions,
- expenditures (claim and premium payments to various vendors),
- administrative costs charged by vendors, and
- retiree benefits.

The result of operations will be captured in the end of year fund balance.

Each benefit option within the cafeteria plan will be budgeted and tracked separately through an organization code. Such information will allow for an analysis of options and competitive pricing where appropriate.

The budget estimate is based on annualized cost of a pay period sample report. Increases in the cost of this fund are directly related to the growth in insurance costs and the growing number of current employees and retirees.